



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 4-18-16	<u>Interviewer:</u> Mohammed Cato	RFA #16 – 09
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u> Home: [REDACTED] / Cell: [REDACTED]		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Instructor [REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male x Female Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty x Staff ☐ Student ☐

Category: *(Please check at least one)*

- | | | | | |
|--------------------------------------------------------|--------------------------------------------|---------------------------------------------|------------------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input checked="" type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
4/18/16	Voicemail to EO Office	At 8:17pm [REDACTED] left a message on the EO phone system that he made some comments in his [REDACTED] class about sexual assault. Some of his comments offended his classmates and resulted in a girl crying. [REDACTED] mentioned that his anxiety disorder was making him nervous about the incident.
4/18/16	[REDACTED] emails Sue	[REDACTED] sends an email to Sue at 11:29pm and expresses concern about getting in trouble for expressing his views in class.
4/19/16	[REDACTED] calls EO Office at 8:17am	[REDACTED] calls office and asks for Mohammed or Sue. Neither are available [REDACTED] tells Lynae that he is not going to class today. [REDACTED] is afraid to come to campus because of the reaction from his students about his comments.
4/19/16	Mohammed calls [REDACTED]	Mohammed sets an appointment to meet with [REDACTED] on 4/20/16.
4/19/16	Mohammed calls Michael Sledge	Mohammed calls Michael Sledge and lets Sledge know that he plans on meeting with [REDACTED]. Mohammed gives Sledge a heads up because there could be a "conduct piece" involved due to [REDACTED] actions being perceived as a possible disruption in the classroom but that EO needs to meet with [REDACTED] first due to possible disability/discrimination claims.

4/19/16	<p> forwards an email from to MC, Tara Perry and Anna Blick</p>	<p> requests that MC, Tara or Anna instruct to stop sending emails because of his anxiety disorder. claims that the emails are starting to make him panic.</p> <p> has sent an email in which she states that violated a verbal agreement (made on April 13th) to limit his comments to 3. According to was asked on 3 separate occasions (within a span of 5 mins) to disengage from the discussion due to the impact of his assertions on his colleagues. alleged that continued to talk over her, raised his voice, exhibited aggressive nonverbal signals and laughed at her requests when asked to stop.</p> <p> informs in the email that he must adhere to the 3 comment rule and that he needs to respect the agreed upon co-designated signal to halt disruptive behaviors.</p>
4/19/16	<p> sends an email to </p>	<p> indicates that he will adhere to class expectations</p>
4/19/16	<p> forwards an email to MC, Tara and Anna</p>	<p>The forwarded email contains an apology from to the entire class for the way the lecture ended. She describes it as "unexpected, disruptive and damaging to the rapport the class community worked hard to build" also invites students to share the impact of their experience in a survey.</p> <p> describes the email as an attempt to "demonize" him and turn everyone against him.</p>
4/19/16	<p> and MC speak on the phone. indicates that he thinks matters have been worked out with .</p>	<p> agrees not to attend Wednesday's class and give an opportunity to debrief with the class so that he can start fresh on Monday.</p>
4/19/16	<p>MC sends an email to r</p>	<p>MC informs that he met with and doesn't plan on coming to class on Wednesday and that he plans to adhere to the rules that were emailed to him. MC also mentions that requested not to receive any more emails from until the matter was resolved because the emails were beginning to stress him out</p>
4/20/16	<p> sends out several emails</p>	<p> sends out an email with a full account of what occurred in the classroom on 4/18.</p>
4/20/16	<p>Mohammed meets with </p>	<p> explains that the class was talking about sexual harassment in the workplace and the number of reported rapes in the country. During the discussion, talked about a case where a man was falsely accused of rape, served time and was later found innocent. further points out that men live in fear of being falsely accused, including men with disabilities. said that he didn't mean to offend students in the classroom but that some students were crying and that Instructor berated him in front of the class for his comments. felt it was inappropriate for to reprimand him in front of the class for voicing his viewpoint. admitted that his anxiety and Turrets disorder caused him to be more animated and persistent than usual with his comments but that it didn't warrant to call him out. left class feeling isolated and embarrassed by response and the reactions of the students.</p>

		<p>■ says that it looks like matters have settled down. He says that ■ is going to talk to the class tonight and try to alleviate the tension. ■ says that he is good with not attending Wednesday's class so that the class has a space and opportunity to debrief ■ and ■ have agreed that he will return to class on Monday.</p>
4/24/16	<p>■ forwards an email from ■</p>	<p>■ sends ■ an email and requests that he meets with her during office hours on 4/25 to clarify signals.</p> <p>She also says the following in the email: " Also, due to safety concerns brought forth by your teammates and the current needs of the partner organization you are dismissed from the ■ project team and absolved of obligation to the work therein. You will receive an alternative assignment to fulfill the learning outcomes and demonstrate your understanding and still maintain the same opportunity to earn your grade and associated credit for the assignment upon completion."</p> <p>■ informs ■ among others that he plans on sending a copy of the email to an advocate on the Whatcom County Council as well as an attorney.</p>
4/25/16	<p>■ sends several emails</p>	<p>■ requests that an accommodation be made for his disability concerning his anxiety. He characterizes the classroom environment as hostile and would like the lectures to be videotaped.</p> <p>■ still plans on meeting with ■ at 4:45pm to discuss the signal and requests that someone attend the meeting with him.</p>
4/25/16	<p>MC and Anna talk on the phone</p>	<p>MC believes that someone from the DRS office should accompany ■ to the meeting. Anna agrees to be that person if needed</p>
4/25/16	<p>MC, Sue, Anna, and David Brunnemer meet to discuss next best steps for ■</p>	<p>Given the current climate in the classroom and the tensions between ■ and ■ it's believed that it would be better for ■ to substitute the class with an independent study (provided ■ is happy with the option and an instructor is available).</p> <p>As a result, it won't be necessary for ■ to meet with ■ if he will no longer be part of the class.</p>
4/25/16	<p>Anna and MC call ■</p>	<p>■ likes the independent study option and would prefer it since he believes the classroom environment would be too hostile for him</p>
4/25/16	<p>Marc Geisler calls EO Office</p>	<p>Marc contacts the EO Office and informs them that Steve Woods has agreed to be ■ advisor for the independent study course</p>
4/25/16	<p>Anna, Sue and MC talk to Tara Perry via phone</p>	<p>The group provides Tara with an update of the most recent developments</p>
4/25/16	<p>MC calls ■</p>	<p>MC lets ■ know that Steve Woods has agreed to be his advisor.</p>